

NON-DISCRIMINATION

The School Board in accordance with the requirements of federal law and the regulations which implement those laws, hereby declares that it is the policy of the Board and its actions and those of its employees that there shall be no discrimination on the basis of age, gender, race, creed, color, religion, marital status, sexual orientation, national or ethnic origin, economic status or disability for employment in, participation in, admission/access to, or operation and administration of any educational program or activity in the Hopkinton School District.

The Superintendent or his/her designee shall receive inquiries, complaints, and other communications relative to this policy and the applicable laws and regulations concerned with non-discrimination. The Superintendent will ensure district management documents will support the implementation of this policy.

This policy of non-discrimination is applicable to all persons employed or served by the District. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section 504 of The Rehabilitation Act of 1973, Title II of The American with Disabilities Act, Title VI or VII of The Civil Rights Act of 1964, Title IX of The Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

Legal References:

RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right
RSA 354-A:7, Unlawful Discriminatory Practices
The Age Discrimination in Employment Act of 1967
Title II of The Americans with Disabilities Act of 1990
Title VII of The Civil Rights Act of 1964 (15 or more employees)
Appendix: AC-R

Adopted: December 9, 2014
3rd Reading: 12/9/2014
2nd Reading: 12/2/2014
1st Reading: 11/5/2014